

April 2019

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Supervisors drive safety

Welcome to the April Safety Action News

This month, while our CEO Gary Rowe has been away in Nepal, the team keep you informed of the latest safety news.

Stephen Weber explains why supervisors are critical in monitoring worker health and fitness and why they must do this.

Recent fires in Melbourne have highlighted the dangers of incorrect chemical storage and waste disposal. Read how to prepare for a nearby chemical fire.

In other news, EpiPens and Ventolin inhalers may become standard in first aid kits and find out if the 'CE' mark on your machine is genuine.



Andrea Rowe, General Manager

Stay safe!

Andrea Rowe

The Safety Action Team



Gary Rowe, CEO –
Saying 'hello' from Nepal



Zara McMahan



Dr. Stephen Weber



Katie Weber



Ben Olih

Supervisors drive the 'health' in WHS

By Stephen Weber, Senior Consultant

An employer's obligations to employees extends beyond ensuring the workplace does not cause injury, either mental or physical. Under health and safety laws, employers must monitor workers' health and well-being to ensure that they are fit and able to safely perform their job.

There is a duty for an employer to monitor an employee's health against their position description (PD). Where an employee is not fit to do their job, the employer must direct the employee to cease work temporarily or modify their duties and provide support e.g. doctors' visits, coaching, counselling, until they are fit for work.

Employers must monitor health and fitness against the Position Description

How do you actively monitor employee health and well-being?

Firstly, watch for obvious changes in behaviour or condition, which would suggest an employee is not fit for work. This is where your supervisors are critical.

"Supervisors must lead safety, or it won't happen" says Andrew Douglas, Managing Principal of FCW Lawyers at the Big Workplace Breakfast hosted by Safety Action last month. He was referring to the importance supervisors play in the implementation of your health and safety system and in the role they play in supporting workers health and well-being. Being on the front line with workers, interacting with them daily, supervisors can identify changes in behaviour which may indicate a person's physical or mental health is being negatively impacted.



unsupportive or hostile workplace.

Additionally, supervisors are trusted by workers who report conditions or issues to them. Supervisors may intervene to support the worker, to prevent the issue escalating or causing injury.

Supervisors are able to foster a supportive team environment to ensure workers away from work or on alternative duties still feel included and supported by their co-workers. Inclusion dramatically increasing their likelihood of returning to work and returning earlier than where there is a perception of



"Supervisors must lead safety, or it won't happen" Andrew Douglas, FCW Lawyers

Supervisors should

- Have a close and respectful relationship with workers
- Understand the PD and ensure work is in alignment to that PD
- Provide reasonable support and adjustments to allow workers to perform their job safely
- Not allow an employee to perform a task unless they can do it safely.

Supportive supervisors reduce workplace injuries

Recent studies have shown that supportive supervisors play a key role in reducing workplace injuries. Physical injury are 21% more common among individuals who had supervisors who are not active in health and safety vs those with engaged supervisors (36.3% vs. 16.1%). Workers who believed their supervisor would act to protect them were more likely to report an injury (43.9%) than those who did not (13.9%).

Ref: The Interplay Between Supervisor Safety Support and Occupational Health and Safety Vulnerability on Work Injury, Safety and Health at Work.

Employers should train supervisors to manage health and safety, including:

- Company injury and return to work procedures
- Their role and responsibility for managing health and safety
- How to identify mental and physical health hazards in the workplace and in workers
- Safety communication skills

With empowered and trained supervisors your organisation will be strongly placed to prevent negative impacts to and from the health of their employees and reduce the impact on the business and its workers should an issue arise.

For more information on this topic or to discuss training programs to support Supervisors contact Safety Action on 03 8544 4300 or [email us](#).

Safety Compliance for Automated Workplaces

Thursday 2nd May 2019, 8.00 AM – 12.00 PM – Clayton, VIC

\$450+GST

Gary Rowe, CEO and highly qualified and experienced safety engineer will lead this unique half-day introduction to this exciting topic.

The session will include things like:

- How do the safeguarding regulations apply to collaborative robots (Cobots) and automated guided vehicles (AGVs)?
- How do I specify and purchase a safe and compliant robot/cobot/AGV?
- How do I assess existing automated processes for safety and compliance?
- What standards and regulations apply to this type of equipment?
- Provision of a simple unique checklist to easily assess and confirm safety and compliance.

[Click here to register.](#)

EpiPens and Inhalers in First Aid Kits

Expected amendments to the National Model Code of Practice for First Aid will make provision for the inclusion of asthma-relieving inhaler and an epinephrine auto-injector (EpiPen) as emergency medication in first aid kits.

Previously, safety authorities advised against providing any medication in first aid kits, as first aid officers are not qualified to dispense medications.



EpiPen



Ventolin inhaler

Acknowledging the potential for these medicines to be lifesaving if your workers suffer severe allergies or asthmatic attacks, having an EpiPen and Inhaler may be an important addition to the kit.

You should conduct a risk assessment and consultation with workers to determine if emergency medication needs to be included in a workplace first aid kit, training needs for first aid officers and how access will be controlled.

SWMS still not being done correctly

Recently in Western Australia, a Construction Industry Safety Advisory Committee stated that companies are still, repeatedly, incorrectly using safe work method statements (SWMS), to control hazards and work activities, some of the issues include:

- SWMSs being prepared by people, like "back office staff", who are not able to observe and assess the relevant high-risk work;
- generic SWMSs not being reviewed and updated for each specific site and Activity;
- Principal Contractors not reviewing the content of a subcontractor's SWMS before work commences;
- on-site employees not receiving SWMS instructions and training;
- on-site employees not reading SWMSs before signing them; and
- Principal Contractors failing to halt work when they identify non-compliance with SWMSs.

It is important to remember that the purpose of SWMS is to trigger and document conversations between on-site employer s/PCs, contractors and relevant workers to ensure all tasks activities are discussed and relevant hazards and controls are identified and understood by all affected employees.

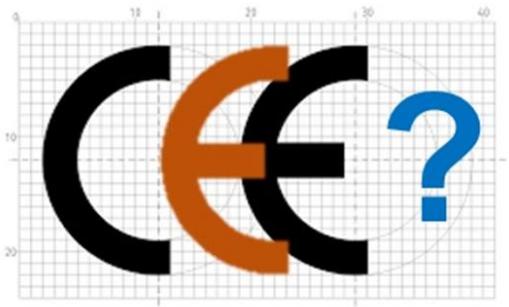
For more information on SWMS contact Safety Action on 03 8544 4300 or [email](#) for our factsheet or advice.

When is the CE Mark Not a CE Mark?

Most of us are used to seeing the **CE mark** on consumer products, industrial equipment and documentation and assume the item meet the European Certification requirements.

Unfortunately, this is not necessarily so.

The same "CE" letters compressed in capitals also represents "China Export". You can see the similarities in the symbols below.



The CE symbol with the "E" in different positions

The letters "**CE**" are the abbreviation of French phrase "Conformité Européene" which literally means "European Conformity". The term initially used was "EC Mark" and it was officially replaced by "CE Marking" in the Directive 93/68/EEC in 1993. "CE Marking" is now used in all EU official documents.

In recent times China has started using almost identical "CE" symbol, but the letters are compressed closer together. It means manufactured in China, and does not offer any warranty of quality, reliability or safety in itself.

Look carefully at the CE mark and documentation to be sure it meets the relevant European certification.

Chain of Responsibility (CoR) Workshop

Thursday 2nd May 2019, 12.30pm – 4.00pm – Clayton, VIC

Compliance and key requirements of the new chain of responsibility laws for trucks and heavy vehicles. Also includes load dimensions and restraints.

[Click here to register.](#)

[Watch webinar now.](#)



Chemical fires- Check your emergency plans

Recent fires in Melbourne have highlighted the dangers of incorrect chemical storage and chemical waste disposal.

If your business does not store chemicals, a nearby fire can place your workplace in danger and impact the health of your workers.



You should:

Campbellfield warehouse fire ref. theage.com.au

- Review your emergency plan. Check that it includes procedures for external smoke or emissions.
- Check your procedures include:
 - ✓ Lockdown/ stay indoors procedures
 - ✓ How to isolate air intakes / close windows
 - ✓ Protecting and treating workers with medical conditions e.g. asthma
 - ✓ Keeping up-to-date with emergency advice

Importantly, train your staff in the procedures.

In Victoria, subscribe to VicEmergency website or App for alerts www.emergency.vic.gov.au

VicEmergency is a centralised website for Victorians to find emergency information and warnings including fires, chemical hazards, floods, storms, earthquakes, shark sightings and more.

Call Safety Action on 03 8544 4300 or [email](mailto:info@safetyaction.com.au) if you need help with:

- Emergency risk assessment to comply with AS3745 Planning for emergencies in facilities
- Preparing or reviewing your emergency plans
- Preparing emergency isolation procedures